

TACOMA PUBLIC UTILITIES  
 3628 South 35th Street  
 Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Manager  
 From: Jim Sant, Deputy Director for Administration, Management Services  
 Date: January 30, 2020  
 Subject: Fiscal Impact of IBEW 483 Click! Network Unit Wage Increase for 2020

**Background:**

A Tentative Agreement between the City of Tacoma and Local 483 Click! bargaining unit has been reached for a successor collective bargaining agreement for the year 2020.

Effective January 1, 2020 the 2019 wage rates for the following classifications will increase by 3%:

- 5517 Network Operations Center Technician
- 5518 Telecommunications Technician 1
- 5511 Sales and Service Representative
- 5512 Sales and Service Representative Lead

**Financial Impact:**

Department	Budgeted FTEs	Incremental Increase
Tacoma Public Utilities	21	\$47,156

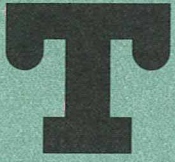
**Summary:**

These wage adjustments are included in the 2019-2020 Adopted Biennial Budget.

Concur:

  
 Jackie Flowers, Director of Utilities, CEO





TACOMA PUBLIC UTILITIES  
 3628 South 35th Street  
 Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Manager  
 From: Jim Sant, Deputy Director for Administration, Management Services  
 Date: January 30, 2020  
 Subject: Fiscal Impact of 483 Network Construction Technicians and Workforce Transition LOA

**Background:**

A Tentative Agreement between the City of Tacoma and the Local 483 bargaining unit has been reached for a Letter of Agreement regarding the transition plan for the Telecommunications Utility Worker (5516), Telecommunications Network Construction Technician (5540), and Telecommunications Network Technician (5543) classifications.

Effective April 1, 2020, the City will consolidate the Telecommunications Network Construction Technician (5540), and Telecommunications Network Technician (5543) into a single classification. That new classification will be the Network Construction Technician (5540) classification.

The revised Network Construction Technician (5540) classification will be classified, overtime category C, eligible for longevity, and the following will apply.

1. Effective April 1, 2020 wages for the Network Construction Technician 5540 classification shall be as follows. Wage scale calculations include the twenty-five cent Retirement Health Savings (RHS) contribution. Rates are shown with the twenty-five cents subtracted.

Code	Job Title	1	2	3	4	5	OT	Notes
55400	Network Construction Technician	34.30	36.02	37.81	39.70	41.68	C	+.25 to RHS

2. Effective April 1, 2020, employees appointed to the revised Network Construction Technician (5540) classification will be placed at a salary step as follows.

Employee Name	Salary Step Placement
Thomas West	Step 4, Network Construction Tech
Kenneth Bagley	Step 4, Network Construction Tech
Joseph Elliott	Step 4, Network Construction Tech
Christopher Bodine	Step 2, Network Construction Tech
Timothy Hogan	Step 4, Network Construction Tech
Craig Taylor	Step 4, Network Construction Tech
Randy Sherman	Step 4, Network Construction Tech



3. Employees appointed to the revised Network Construction Technician (5540) classification will be eligible to progress to the next step, six (6) months following appointment and every twelve (12) months thereafter.
4. Effective April 1, 2020, wages for the revised Network Construction Technician (5540) classification will be further increased by two and one quarter percent (2.25%).

**Telecommunications Utility Worker classification**

The Telecommunications Utility Worker (5516) classification will be classified, overtime category C, eligible for longevity, and the following will apply.

1. Effective April 1, 2020, wages for the Telecommunications Utility Worker (5516) classification shall be as follows. Wage scale calculations include the twenty-five cent Retirement Health Savings (RHS) contribution. Rates are shown with the twenty-five cents subtracted.

Code	Job Title	1	2	3	4	5	OT	Notes
55160	Telecommunications Utility Worker	22.02	23.13	24.30	25.53	26.82	C	+.25 to RHS

2. Effective April 1, 2020 incumbent employee Raymond Pia will be placed at salary step 3 of the revised Telecommunications Utility Worker (5516) classification wage scale.
3. Effective April 1, 2020, wages for the Telecommunications Utility Worker (5516) classification will be further increased by two and one quarter percent (2.25%).
4. No later than October 1, 2020, incumbent employee Raymond Pia will be offered the opportunity to promote to the revised Network Construction Technician (5540) classification. If accepted, Mr. Pia will be placed at a salary step in the new range at the nearest step to his previous hourly rate that would result in a minimum of a 5% increase.

**Lump Sum Payment**

Employees in the impacted classifications on March 31, 2020 will receive a one-time lump sum payment of seven hundred dollars (\$700.00).

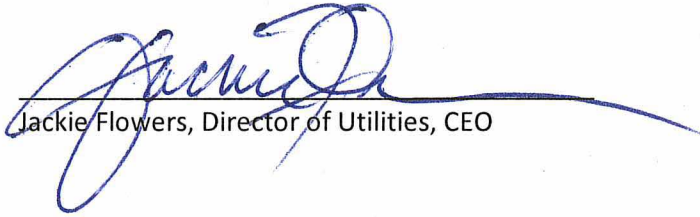
**Financial Impact:**

Job Classification	FTEs	Increase
55400 Network Construction Technician	7	\$41,837
55160 Telecommunications Utility Worker	1	\$7,593

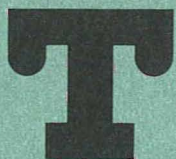
**Summary:**

These wage adjustments are included in the 2019-2020 Adopted Biennial Budget.


Concur:

A handwritten signature in blue ink, appearing to read "Jackie Flowers", with a long horizontal flourish extending to the right.

Jackie Flowers, Director of Utilities, CEO



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To: Katie Johnston, Budget Manager  
 From: Jim Sant, Deputy Director for Administration, Management Services   
 Date: January 30, 2020  
 Subject: Fiscal Impact of the International Brotherhood of Electrical Workers (IBEW), Local 483 – Water Unit – LOA accretion of the Water Supply Supervisor classification into 483 Water

**Background:**

A Tentative Agreement between the City of Tacoma and Local 483 has been reached for a Letter of Agreement regarding the accretion of the Water Supply Supervisor classification into the 483 Water Division bargaining unit.

- Effective January 1, 2020 wages for the Water Supply Supervisor classification will be in a one-step pay scale as indicated in the following table.

Code	Title	Percent of Journey	2020 Rate
5068	Water Supply Supervisor		46.41 [HC1]

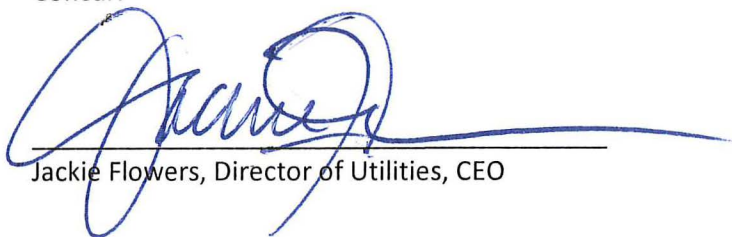
- Effective January 1, 2021 the Water Supply Supervisor classification will be increased by two and one half percent (2.5%), in accordance with 2019-2021 Water Division CBA.
- The only incumbent in the Water Supply Supervisor classification, shall receive a three percent (3%) wage increase and receive longevity effective January 1, 2020. After the three percent wage increase is applied, their wage rate shall be frozen until such time as they established classification wage rate exceeds their frozen rate. The incumbent will be eligible for additional longevity steps when and if applicable.

**Financial Impact:**

Year	2020	2021
Increase due to frozen wages	\$11,840	\$8,900

The wage adjustments for 2020 are included in the 2019-2020 Adopted Biennial Budget.

Concur:

  
 Jackie Flowers, Director of Utilities, CEO

